

## **ASBESTOS AND HAZARDOUS ABATEMENT WORKERS AGREEMENT**

This Agreement entered into this 1st day of June, 2012 by and between Insulation Contractors Association of New England and successors (herein referred to as the Employer) and the INTERNATIONAL ASSOCIATION OF HEAT & FROST INSULATORS AND ASBESTOS WORKERS LOCAL NO. 6 of BOSTON, MASSACHUSETTS and vicinity (hereinafter referred to as the Union) in mutual recognition of the need to establish harmonious relations between the Employer and the Union for the purpose of establishing wages, hours and other terms and conditions of employment for certified, skilled and fully qualified Asbestos & Hazardous Material Workers in order to utilize procedures and equipment available with modern technology to carry out asbestos and hazardous material abatement work within the jurisdiction of Local No. 6.

### **ARTICLE II - TRADE AND WORK JURISDICTION**

This Agreement covers the rates of pay, hours of work, and other terms and conditions of employment as specified in this agreement for that classification of Local No. 6 personnel engaged solely in the removal of asbestos containing insulation and hazardous materials within the jurisdiction of Local No. 6 known as Asbestos & Hazardous Abatement Workers. Asbestos & Hazardous Abatement Workers may engage in any abatement work directly associated with the performance and completion of a asbestos and/or hazardous materials abatement project except they may not apply insulation or do any other work otherwise covered by the basic Local No. 6 Labor Agreement.

### ARTICLE VIII (A) - WAGES

Asbestos and/or Hazardous Abatement Workers, with the exception of the Asbestos and/or Hazardous Material Supervisor or Foreman, employed in the jurisdiction of Local No. 6 shall be paid as follows using as a minimum the wage rate and benefits for the territorial jurisdiction in which the work-site is located:

Foreman shall receive an additional \$2.00 per hour and General Foreman shall receive an additional \$4.00 per hour.

#### Boston & Rhode Island Area:

The Counties of Barnstable, Bristol, Dukes, Essex, Middlesex, Nantucket, Norfolk, Plymouth, Suffolk and Worcester in Massachusetts. The entire state of Rhode Island.

June 1, 2012 through November 30, 2012

HOURLY RATE	HEALTH & WELFARE	PENSION	ANNUITY	APPRENT FUND	INDUSTRY FUND	SAFETY FUND	LMCT	TOTAL PKG
\$28.48	\$10.40	\$2.95	\$3.00	\$0.25	\$0.05	\$0.10	\$0.05	45.28

The Foreman is to receive two dollars (\$2.00) per hour over the base wage rate.

The General Foreman is to receive four dollars (\$4.00) per hour over the base wage rate.

#### Springfield, Mass and Southern New Hampshire Area:

The Springfield, Massachusetts and Southern New Hampshire area includes all cities and towns in the following counties of Massachusetts: Berkshire, Franklin, Hampden, and Hampshire. All cities and towns in the following counties of New Hampshire: Cheshire, Hillsboro, Merrimac, Rockingham, and Sullivan. All cities and towns in the following counties of Vermont: Bennington and Windham. In Connecticut the area includes the following: East Granby, Enfield, Granby, Hartland, Suffield and Windsor Locks Townships in Hartford County; Canaan, Colebrook, Norfolk, North Canaan, and Salisbury Townships in Litchfield County; Somers, Stafford and Union Townships in Tolland County; and Woodstock Township in Windham County.

June 1, 2012 through November 30, 2012

HOURLY RATE	HEALTH & WELFARE	PENSION	ANNUITY	APPRENT FUND	INDUSTRY FUND	SAFETY FUND	LMCT	TOTAL PKG
\$25.63	\$10.40	\$2.95	\$2.50	\$0.25	\$0.05	\$0.10	\$0.05	\$41.93

The Foreman is to receive two dollars (\$2.00) per hour over the base wage rate.

The General Foreman is to receive four dollars (\$4.00) per hour over the base wage rate.

Maine and Northern New Hampshire Area:

The entire State of Maine and the following Counties in New Hampshire Belknap, Carroll, Coos, Grafton and Stratford

June 1, 2012 through November 30, 2012

HOURLY RATE	HEALTH & WELFARE	PENSION	ANNUITY	APPRENT FUND	INDUSTRY FUND	SAFETY FUND	LMCT	TOTAL PKG
\$22.78	\$10.40	\$2.95	\$2.25	\$0.20	\$0.03	\$0.10	0.05	\$38.76

The Foreman is to receive two dollars (\$2.00) per hour over the base wage rate.

The General Foreman is to receive four dollars (\$4.00) per hour over the base wage rate.

The Boston and Rhode Island Area wage increase will be as follows:

06/01/2012	\$ .70	12/01/2012	\$ .60
06/01/2013	\$ .80	12/01/2013	\$ .80
06/01/2014	\$ .90	12/01/2014	\$ .90
06/01/2015	\$ .95	12/01/2015	\$ .95

Note: The Springfield, Massachusetts – Southern New Hampshire Area wage rate will be 90% of the Boston and Rhode Island area wage rate. The Maine and Northern New Hampshire Area wage rate will be 80% of the Boston and Rhode Island area wage rate.

In addition to the base wage rates each employer shall make contributions to the various funds as listed under the territorial jurisdiction where the employee is working in accordance with the Wage Rate and Contribution Schedule attached.

June 12, 2012

## ARTICLE XX - DURATION AND TERMINATION

This Agreement shall be in force and effect from June 1, 2012 through May 31, 2016 and from year to year thereafter, unless notice of termination or modification is given in writing by one party to the other party, not more than ninety (90) nor less than sixty (60) days prior to such anniversary date.

SIGNED AND SUBSCRIBED THIS 1<sup>ST</sup> DAY OF JUNE, 2012:

FOR: INTERNATIONAL ASSOC. OF  
HEAT AND FROST INSULATORS  
AND ASBESTOS WORKERS UNION  
LOCAL NO. 6, BOSTON, MA

BY: Francis C Boudrow  
Francis C. Boudrow, Business Manager

BY: John M. Lister  
John M. Lister, Business Agent

BY: Joseph T. Gallagher  
Joseph T. Gallagher, President

FOR: INSULATION CONTRACTORS ASSOCIATION OF NEW ENGLAND

BY: Alan Aulson  
Alan Aulson

BY: Paul Camara  
Paul Camara

BY: Blake Underhill  
Blake Underhill